



# महाराष्ट्र शासन राजपत्र

## भाग एक-ल

वर्ष १, अंक ३७]

गुरुवार ते बुधवार, ऑक्टोबर १५-२१, २०१५/आश्विन २३-२९, शके १९३७

[पृष्ठ ७९, किंमत : रुपये २३.००

### प्राधिकृत प्रकाशन

(केंद्रीय) औद्योगिक विवाद अधिनियम व मुंबई औद्योगिक संबंध अधिनियम यांखालील  
(भाग एक, चार-अ, चार-ब आणि चार-क यांमध्ये प्रसिद्ध केलेल्या अधिसूचना, आदेश व निवाडे यांव्यतिरिक्त)  
अधिसूचना, आदेश व निवाडे.

### BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Dispensary.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 (is after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in any Dispensary not being a dispensary in any hospital falling under entry 6 or 23 in the Scheduled to the said Act (hereinafter referred to as the said Scheduled employment.), in the State of Maharashtra for the months shown in Column (1) of the Scheduled hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of Section 2(d) of the said Act :—

#### *Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,

Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Dispensary.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in Clause (c) of Section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of Living Index Number as shown in Column (2) of the Schedule I, appended hereto for the months shown in Column (1) of the said Schedule application to the employees employed in any Dispensary not being a dispensary in any hospital falling under entry 6 or 23 in the Scheduled to the said Act (hereinafter referred to as the said Scheduled employment.), in the State of Maharashtra (hereinafter referred to as the said Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra, by Notification Industries, Energy and Labour Department, No. MWA. 5891/7157/Lab-7, dated the 16th March 1996 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for Seven/ten centres of 300 and also to determine for every such rise of one point the Special Allowance (Payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in Column (2) of the Schedule appended hereto at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, mean Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5891/7157/Lab-7, dated the 16th March 1996.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA. 5891/7157/Lab-7, dated the 16th March 1996. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	1093.40 p.m.
2	II	1093.40 p.m.
3	III	1093.40 p.m.
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Drugs and Pharmaceutical.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in any industry Manufacturing Drugs and Pharmaceutical (hereinafter referred to as the said Scheduled employment) in the State of Maharashtra for the months shown in Column (1) of the Schedule hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of Section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Drugs and Pharmaceutical.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in Clause (c) of Section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act), ascertained and declared the cost of Living Index Number as shown in Column (2) to (11) of the Schedule I, appended hereto for the months shown in Column (1) of the said Schedule application to the employees employed in any industry Manufacturing Drugs and Pharmaceutical (hereinafter referred to as the said Scheduled employment), in the State of Maharashtra (hereinafter referred to as the said Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA/1093/7519/Lab-7, dated the 11th October 1994 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for seven/ten centres of 267 and also to determine for every such rise of one point the Special Allowance (Payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in Column (2) of Schedule appended hereto at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.85
2	II	One	3.85
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. 1093/7519/Lab-7, dated the 11th October 1994.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA/1093/7519/Lab-7, dated the 11th October 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 31st December 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	1220.45 p.m.
2	II	1220.45 p.m.
...	...	—
...	...	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Dairy Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Dairy Industry (hereinafter referred to as the said Scheduled employment), in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Dairy Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in Dairy Industry (hereinafter referred to as the said Schedule employment), in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 7290/7062/Lab-7, dated the 13th August 2001 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of Living Index Number for ten centres of 445 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.85
2	II	One	3.85
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.7290/7062/Lab-7, dated the 13th August 2001.



Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA.7290/7062/Lab-7, dated the 13th August 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st January 2006 to 1st December 2006 at the rate mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	535.15 p.m.
2	II	535.15 p.m.
3	---	---
4	---	---

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA./SPL/Exercise book or Similar books.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in manufacture of Exercise books or similar book (including accounts books, Ledger books, Diaries etc.) for the purpose of writting in them including process like roling, folding, sewing, binding, printing other incidental thereto (which are not covered by any other entry in a Part-I and the Scheduled to the said Act.) in the State of Maharashtra for the months shown in Column (1) of the Schedule hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of Section 2(d) of the said Act :—

*Schedule I*

Months (1)	1982=100 (base Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Exercise books or Similar books.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to as the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act) ascertained and declared the cost of Living Index Number as shown Column (2) of the Schedule I, appended hereto for the months shown in Column (1) of the said Schedule applicable to the employees employed in the employment in manufacture of exercise books or similaar book (including accounts books, ledger books, Diaries etc.) for the purpose of writing in them including process like roling, folding, sewing, binding, printing other insidental thereto (which are not covered by any other entry in Part I and scheduled to the said Act) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months (1)	1982=100 (base Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 5291/7241/Lab-7, dated 14th August 1996 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and the ascertain in the rise of such average over the Mumbai City of Living Index Number of 330 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in Column (2) of the Schedule II appended hereto, at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	One	3.00
2	II	One	3.00
3	III	One	3.00
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5291/7241/Lab-7, dated the 14th August 1996.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA. 5291/7241/Lab-7, dated the 14th August 1996. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 31st December 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	918.00 p.m.
2	II	918.00 p.m.
3	III	918.00 p.m.
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Eatable Tobacco.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in manufacture of Eatable Tobacco (not being an employment falling under entry 3 in Part I of the Scheduled to the said Act). in the State of Maharashtra for the months shown in column (1) of the Scheduled hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Eatable Tobacco.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the schedule I, appended hereto for the months shown in column (1) of the said schedule application to the employees employed in manufacture of Eatable Tobacco (not being an employment falling under entry 3 in Part I of the Scheduled to the said Act). The State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 1592/7326/Lab-7, dated the 7th April 1993 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of Living Index Number for ten centers of 248 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the zone specified in column (2) of schedule appended hereto at the rate of specified in the column (4) of the said schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
			Rs.
1	I State of	One	0.03 p.d.
2	II Maharashtra.	—	—
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.1592/7326/Lab-7, dated the 7th April 1993.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA.1592/7326/Lab-7, dated the 7th April 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I Whole State of	10.08 p.d.
2	II Maharashtra.	—
3	III	—
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA./SPL/Engineering Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Engineering Industry (not being an employment falling under only 26 of the Schedule) in the State of Maharashtra for the months shown in Column (1) of the Scheduled hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of Section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Engineering Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification, Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of Section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertained and declared the cost of Living Index Number as shown in Column (2) to (11) of the Schedule I, appended hereto for the months shown in Column (1) of the said Schedule application to the employees employed in Engineering Industry (not being an employment falling under only 26 of the Schedule) the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA. 5299/7672/Lab-7, dated the 22nd July 1998 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of Living Index Number for seven/ten centres of 375 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in Column (2) of the Schedule appended hereto at the rate specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	One	3.85

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5299/7672/Lab-7, dated the 22nd July 1998.

Now, therefore in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA.5299/7672/Lab-7, dated the 22nd July 1998. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	804.65 p.m.
2	II	804.65 p.m.
3	III	804.65 p.m.
4	IV	804.65 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Factories under Factory Act (Residuary).—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertain), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in factory as defined under clause (m) of section 2 within the meaning of sub-section (2) of section of section 85 of the factories Act, 1948 (LXII of 1948) not falling under any of the other entries in the Schedule (hereinafter referred to as “ the said schduled employment”) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Factories under Factory Act (Residuary).—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act) ascertained and declared the cost of Living Index Number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in any factory as defined under clause (m) of section 2 within the meaning of sub-section (2) of section 85 of the Factories Act, 1948 (LXIII of 1948) not covered by any of the entries in the Schedule (“hereinafter referred to as the said scheduled employment”) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 102002/CR-88/Lab-7, dated the 30th June 2004 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for seven/ten centres of 501 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	4.10
2	II	One	4.10
3	III	One	4.10
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/102002/CR-88/Lab-7, dated the 30th June 2004.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA/102002/CR-88/Lab-7, dated the 30th June 2004. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of the said Schedule III. J :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	340.30 p.m.
2	II	340.30 p.m.
3	III	340.30 p.m.
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Fountain Pens, Ballpoint Pens.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained) pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Fountain Pens, Ballpoint Pens and/or accessories like nibs, refills etc, whether made from plastics, blacklite, ebonite or any other metal (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in Column (1) of the Schedule hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Fountain Pens, Ballpoint Pens.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertained and declared the cost of Living Index Number as shown in Column (2) to of the Schedule I, appended hereto for the months shown in Column (1) of the said Scheduled application to the employees employed in Fountain Pens, Ballpoint Pens and/or accessories like nibs, refills etc, whether made from plastics blacklite, ebonite or any other metal (hereinafter referred to as the said schduled employment.) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And where, the Government of Maharashtra, by Notification Industries, Energy and Labour Department, No. MWA. 1097/CR-237/Lab-7, dated 14th September 2003 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for seven/ten centers of 501 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in Column (2) of the Schedule appended hereto at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
			Rs.
1	I	One	5.75
2	II	One	5.75
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA-1097/CR-237/Lab-7, dated the 14th September 2003.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA-1097/CR-237/Lab-7, dated the 14th September 2003. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	477.25 p.m.
2	II	477.25 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Film production Industry.—In exercise of the power conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained) pleased to declare that the cost of living index number applicable to the employees employed in the employment in Film production Industry (cine studio and Cine laboratories) (hereinafter referred to as the said Scheduled employment,) in the State of Maharashtra for the months shown in Column (1) of the Schedule hereto appended, shall be as shown in Column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months (1)	1960=100 (based Index) Mumbai Index Number (2)
Jan., 2006	3236
Feb., 2006	3210
Mar., 2006	3210
April, 2006	3261
May, 2006	3287
June, 2006	3343

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Film production Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said competent authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act), ascertained and declared the cost of living index number as shown column (2) of the schedule I, appended hereto for the months shown Column (1) of the said Scheduled application to the employees employed in Film production Industry (cine studio and Cine laboratories) in The State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
Jan., 2006	...
Feb., 2006	...
Mar., 2006	...
April, 2006	...
May, 2006	...
June, 2006	...

And where, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 5283/5376/Lab-7, dated the 23rd June 1983 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each the said cost of living index number declared by it for the said six months and ascertain in the rise of such average over the over Mumbai city of Living Index Number of 410 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said scheduled employment in the Zone specified in Column (2) of the Schedule appended hereto, at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	Five	6.00
2	II	—	—
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/5283/5376/Lab-7, dated the 23rd June 1983.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA/5283/5376/Lab-7, dated the 23rd June 1983. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Schedule Employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 31st December 2006 at the rate of mentioned in Column (3) of said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	3414.00
2	II	—
3	III	—
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Film production Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Film production Industry (cine studio and Cine laboratories) (hereinafter referred to as the said Scheduled employment.) in the State of Maharashtra for the months shown in Column (1) of the Schedule hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of Section 2(d) of the said Act :—

*Schedule I*

Months		Solapur Index Number (based Index)
(1)	(Converted in 1960=100 base)	(2)
Jan., 2006	...	2761
Feb., 2006	...	2761
Mar., 2006	...	2782
April, 2006	...	2807
May, 2006	...	2902
June, 2006	...	2953

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Film production Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of clause (c) of Section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act) as certain and declared the cost of Living Index Number as shown Column (2) of the Schedule I, appended hereto for the months shown in Column (1) of the said Schedule applicable to the employees employed in Film production Industry (cine studio and Cine laboratories) (hereinafter referred to as the said Schedule employment) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Solapur Index Number (New Series)
(1)	(2)
Jan., 2006	2761
Feb., 2006	2761
Mar., 2006	2782
April, 2006	2807
May, 2006	2902
June, 2006	2953

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA/5283/5376/Lab-7, dated the 23rd June 1983 has directed to the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each the said cost of Living Index Number declared by it for the said six months and the as certain in the rise of such average over Mumbai City of Living Index Number of 400 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Schedule employment in the Zone specified in Column (2) of the Schedule appended hereto, at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
			Rs.
1	I	—	—
2	II	Five	Five
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/5283/5376/Lab-7, dated the 23rd June 1983.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA/5283/5376/Lab-7, dated the 23rd June 1983. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	—
2	II	2415.00
3	III	—
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Glass bulb Industry.—In exercise of the power conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in any Glass bulb manufacturing (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in Column (1) of the Scheduled hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of Section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Glass bulb Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of Section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of Living Index Number as shown in Column (2) to (11) of the Schedule I, appended hereto for the months shown in Column (1) of the said Scheduled application to the employees employed in any Glass bulb manufacturing (hereinafter referred to as the said scheduled employment) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 5291/(7220)/Lab-7, dated the 1st January 1993 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for seven/ten centres of 231 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in Column (2) of the Schedule appended hereto at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/Day
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5291/(7220)/Lab-7, dated the 1st January 1993.



Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA.5291/(7220)/Lab-7, dated the 1st January 1993. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	1362.90 p.m.
2	II	1362.90 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Glass Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in Glass Industry (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in Column (1) of the Scheduled hereto appended, shall be as shown in Column (2) to (11) of the said Schedule for the purpose of Section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Glass Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of Section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act) ascertained and declared the cost of Living Index Number as shown in Column (2) to (11) of the Schedule I, appended hereto for the months shown in Column (1) of the said Scheduled application to the employees employed in Glass Industry (hereinafter referred to as the said scheduled employment) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 4094/7716/Lab-7, dated the 17th April 1998 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centres of 343 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in Column (2) of the Schedule appended hereto at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	2.50
2	II	One	2.50
3	III	One	2.50
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 4094/7716/Lab-7, dated the 17th April 1998.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA. 4094/7716/Lab-7, dated the 17th April 1998. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in Column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st July 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	602.50
2	II	602.50
3	III	602.50
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Residential Hotel and Restaurant.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated 3rd August, 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under Section 2(c) of the Minimum Wages Act, 1948 is (after having ascertain), pleased to declare that the cost of living index number applicable to the employees employed in the employment in any Residential Hotel and Restaurant or eating house as defined in the Bombay shops and Establishment Act 1948 (Bom LXXIX of 1948) (hereinafter referred to as the said scheduled employment) the State of Maharashtra for the months shown in Column (1) of the schedule hereto appended, shall be as shown in Column (2) to (11) of the said schedule for the purpose of Section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Centre, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Residential Hotel and Restaurant.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated 3rd August, 1984, has in pursuance in clause (c) of Section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of living index number as shown in Column (2) to (11) of the Schedule I, appended hereto for the months shown in Column (1) of the said Schedule application to the employees employed in any Residential Hotel and Restaurant or eating house as defined in the Bombay shops and Establishment Act 1948 (Bom LXXIX of 1948) (hereinafter referred to as the scheduled employment) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by, Notification Industries, Energy and Labour Department No. MWA. 112002/CR-77/Lab-7, dated 2nd May 2006 has directed the said Competent Authority to calculate after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for seven/ten centres of 501 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the zone specified in Column (2) of Schedule appended hereto at the rate of specified in the Column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	4.10
2	II	One	4.10
3	III	One	4.10
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA.112002/CR-77/Lab-7, dated 2nd May 2006.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA.112002/CR-77/Lab-7, dated 2nd May 2006. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Schedule Employment in the areas mentioned in Column (2) of Schedule-III, appended hereto in relation to six months commencing on the 1st July 2006 to 31st December 2006 at the rate of mentioned in Column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	340.30
2	II	340.30
3	III	340.30
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

पुढील अधिसूचना इत्यादी असाधारण राजपत्र म्हणून त्यांच्यासमोर दर्शविण्यात आलेल्या दिनांकाना प्रसिद्ध झालेल्या आहेत :—

१

शुक्रवार, जानेवारी ३, २०१४/पौष १३, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक ३ जानेवारी २०१४

#### अधिसूचना

**महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.**

क्रमांक एसजीए. २०१३/प्र.क्र. ३४०/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची एकच्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विविधित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “उक्त सुरक्षा रक्षक” असा करण्यात आला आहे), उक्त अनुसूची एकच्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. युनायटेड फोर फॅसिलिटी अँड सेक्युरिटी सर्व्हिसेस, (बृहन्मुंबई व ठाणे), ३०ए, शंकेश्वरनगर, ए-०१ ते ए-०९ को-ऑ.हा. सोसायटी लि., मानपाडा रोड, शनिमंदिरसमोर, डोंबिवली (पूर्व), जि. ठाणे ४२१ २०४ व मालक (१) श्री. तुषार मधुकर चित्रे, (२) श्री. अरुण सुधीर घोष, (३) श्री. मोहन चंद्रदेव सिंह, (४) श्री. राकेश चंद्रकांत जगे यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “उक्त योजना” असा करण्यात आला आहे) यांच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची-२ मध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **राजपत्रात** ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.



अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	श्री. सुनिल निवृत्ती चव्हाण	सुरक्षा रक्षक	मे. युरोटेक डिझाईन सिस्टीम प्रा. लि., प्लॉट नं. ए-१७९, खैरने एमआयडीसी टीटीसी इंडस्ट्रीयल एरिया, कोपरखैरने, नवी मुंबई.
२	श्री. अरुण शंकर पवार	सुरक्षा रक्षक	—,,—
३	श्री. धिरेन्द्र तेजबहादुर सिंह	सुरक्षा रक्षक	—,,—

**टीप.**—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

## अनुसूची २

## मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास, नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरीत्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “क” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान	:	वेतनाच्या १० टक्के
उपदान	:	वेतनाच्या ४ टक्के
भरपगारी रजा	:	वेतनाच्या ६ टक्के
भरपगारी सुट्टी	:	वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलान माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलान सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.**— (अ) **त्रैमासिक विवरणपत्र.**— मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ ब ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यांत तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ ड ” मध्ये दरवर्षी ३० जूनपर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलानाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूटप्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीजने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूटप्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूटप्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूटप्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करते वेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशा प्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्या वेळी एजन्सीची नोकरी सोडतील, त्या वेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यासंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहील. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहील.**

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अधिकरण सातत्याने कसूर करील ते नियोक्ता अधिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्क्यांहून अधिक असणार नाही इतका अधिभार दंडाच्या रूपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यांसाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना ' अ '

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,

एप्रिल-जून,

जुलै-सप्टेंबर,

ऑक्टोबर-डिसेंबर.

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना ' ब '

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना 'क'

## एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना 'ड'

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.

In pursuance of Clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2013/CR-340/LAB-5, dated the 3rd January 2014 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,  
Joint Secretary (Labour) to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**  
Mantralaya, Mumbai 400 032, dated the 3rd January 2014

**NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA.2013/C.R. 340/LAB-5.— Whereas, certain Security Gaurds whose names are mentioned in Column (2) of Schedule I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in Column (4) of the said Schedule I, employed by M/s. United 4 Facility and Security Services (Brihanmumbai and Thane), 30-A, Sankeshwar A-01 to A-09, Co-op. Hsg. Society Ltd., Manpada Road, Opp. Shani Mandir, Dombivali (E.), Thane 421 204 and owner (1) Shri Tushar Madhukar Chitre, (2) Shri Arun Sudhir Ghosh, (3) Shri Mohan Chandradeo Singh, (4) Shri Rakesh Chandrakant Jage have applied for grant of exemption, under Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by Section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule II appended hereto :—

*Schedule I*

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Shri Sunil Nivrutti Chavan	Security Guard	M/s. Eurotech Design System Pvt. Ltd., Plot No. A-179, Khairane MIDC TTC Industrial Area, Koparkhairane, Navi Mumbai.
2	Shri Arun Shankar Pawar	Security Guard	—,—
3	Shri Dhirendra Tejbahadur Singh	Security Guard	—,—

*Note.*—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

**Schedule II****Conditions to be followed by the Employer Agency and Principal Employer**

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

*Minimum Education Qualification* : 8th Standard Passed.

*Physical Requirements* (A) (1) Height — 162 cm.

(2) Weight — 50 kg.

(3) Chest — 79 cm. (Without Expansion) and 84 cm. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

*Ex-Gratia* : 10% of wages

*Gratuity* : 4% of wages

*Leave with wages* : 6% of wages

*Paid Holidays* : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return.*—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return.*—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.



(c) *Annual Return.*—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, along with copies of challans and other details.

8. *Enrollment of the Agency with the Board.*—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency.*—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees.*—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare), Scheme 2002 within stipulated time.

11. *Registered Office.*—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards.*—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card.*—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues.*—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification. The employer agency who persistently makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

FORM 'A'

**Quarterly Return to be filed by the Agency**

Quarterly Return for the months

Date :

(January-March

April-June

July-September

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

FORM 'B'

**Half Yearly Return to be submitted by Security Guards Agency**

Period of Return : January to June/

Date :

July to December

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,

(Name and Designation).

## FORM 'C'

**Statement to be submitted to the Security Guards Board regarding disbursement of wages.**

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

## FORM 'D'

**Annual Return to be submitted by Security Guards Agency**

Period of Annual Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guard engaged	Total Wages Paid to the Security Guard	The Wages on which the P.F. Contribution is deducted	3% Levy Submitted to Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,

(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,

Section Officer.

२

सोमवार, जानेवारी ६, २०१४/पौष १६, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा मार्ग, हुतात्मा राजगुरु चौक,  
मंत्रालय, मुंबई ४०० ०३२, दिनांक ६ जानेवारी २०१४.

### अधिसूचना

#### कारखाने अधिनियम, १९४८.

क्रमांक एफएसी.२०१२/प्र. क्र.२७८/काम-४.— कारखाने अधिनियम, १९४८ (१९४८ चा ६३) च्या कलम ११२ आणि कलम ४१ अन्वये प्रदान करण्यात आलेल्या अधिकारांचा आणि त्याबाबतीत त्यास समर्थ करणाऱ्या इतर सर्व अधिकारांचा वापर करून आणि याबाबतीत यापूर्वी काढण्यात आलेल्या सर्व अधिसूचना अधिक्रमित करून, महाराष्ट्र शासनाने करण्याचे योजिलेल्या महाराष्ट्र कारखाने (सुरक्षा लेखापरीक्षा) नियम, २०१४ या नियमांचा पुढील मसुदा, त्यामुळे बाधा पोहचण्याची शक्यता असलेल्या सर्व व्यक्तींच्या माहितीकरिता, उक्त अधिनियमाच्या कलम ११५ द्वारे आवश्यक असल्याप्रमाणे, याद्वारे प्रसिद्ध करण्यात येत आहे, आणि याद्वारे अशी नोटीस देण्यात येत आहे की, उक्त मसुदा, महाराष्ट्र शासन राजपत्रात प्रसिद्ध झाल्याचा दिनांकापासून पंचेचाळीस दिवसांच्या समाप्तीनंतर विचारात घेईल.

२. उपरोक्त कालावधी समाप्त होण्यापूर्वी, उक्त मसुद्याच्या संबंधात कोणत्याही व्यक्तीकडून ज्या कोणत्याही हरकती किंवा सूचना, संचालक, औद्योगिक सुरक्षा व आरोग्य संचालनालय (मुख्य कारखाने निरीक्षक), कामगार भवन, ५वा मजला, ब्लॉक-ई, सी-२०, वांद्रे-कुर्ला संकुल, वांद्रे (पूर्व), मुंबई ४०० ०५१ यांच्याकडे प्राप्त होतील, त्या शासन विचारात घेईल.

### मसुदा

१. संक्षिप्त नाव व प्रयुक्ती.—(१) या नियमांना, महाराष्ट्र कारखाने (सुरक्षा लेखा परीक्षा) नियम, २०१४ असे म्हणावे.

(२) हे नियम पुढील कारखान्यांना लागू होतील,—

(एक) जेथे विषमूलक किंवा शीघ्र, ज्वालाग्राही अथवा स्फोटक धोकादायक रसायनांचा वापर, साठवण, हाताळणी किंवा संस्करण यांसह निर्मिती प्रक्रिया चालत असेल किंवा ज्यामधून असे विषमूलक किंवा शीघ्र ज्वालाग्राही अथवा स्फोटक पदार्थ निर्माण होण्याची किंवा बाहेर पडण्याची शक्यता असेल अशा कारखान्यांना लागू होतील, किंवा

(दोन) कारखाने अधिनियम १९४८ चे कलम २ (सीबी) मधील अनुसूची १ मध्ये नमूद केलेले धोकादायक प्रक्रिया चालणारे कारखाने, किंवा

(तीन) २५० पेक्षा जास्त कामगार असणारे कारखाने.

२. **व्याख्या.**—(१) या नियमांमध्ये, संदर्भानुसार दुसरा अर्थ अपेक्षित नसेल तर,—

(एक) “अधिनियम” याचा अर्थ, कारखाने अधिनियम, १९४८ (१९४८ चा ६३) असा आहे.

(दोन) “संचालक, औद्योगिक सुरक्षा व आरोग्य” याचा अर्थ, अधिनियमाच्या कलम ८, पोट-कलम (२) अन्वये, राज्य शासनाने मुख्य निरीक्षक म्हणून नियुक्त कोलेली कोणतीही व्यक्ती असा आहे.

(तीन) “पदवी” याचा अर्थ, सांविधिक विद्यापीठाची पदवी असा आहे.

(चार) “पदविका” याचा अर्थ, सांविधिक विद्यापीठाने किंवा मान्यताप्राप्त संस्थेने प्रदान केलेली पदविका असा आहे.

(पाच) “नमुना” याचा अर्थ, या नियमांना जोडलेला नमुना असा आहे.

(सहा) “शासन” किंवा “राज्य शासन” याचा अर्थ, महाराष्ट्र शासन असा आहे.

(सात) “सुरक्षा लेखापरीक्षा” याचा अर्थ, कारखान्यातील व्यावसायिक सुरक्षा आरोग्यप्रणाली व कार्यपद्धती याचे पद्धतशीर, वस्तुनिष्ठ आणि लेखी मूल्यमापन असा आहे.

(आठ) “सुरक्षा लेखापरीक्षक” याचा अर्थ, या नियमांनुसार सुरक्षा लेखापरीक्षा करण्यासाठी नियम ५ नुसार राज्य शासनाने मान्यता दिलेली व्यक्ती असा आहे.

(नऊ) “अनुसूची” याचा अर्थ, या नियमांना जोडलेली अनुसूची असा आहे.

(दहा) “कलम” याचा अर्थ, अधिनियमाचे कलम असा आहे.

(अकरा) “धोकादायक रसायन” याचा अर्थ, महाराष्ट्र कारखाने (अति धोकादायक औद्योगिक अपघात नियंत्रण) नियम, २००३ याच्या नियम २ पोट-नियम (क) मध्ये व्याख्या केल्यानुसार कोणतेही रसायन असा आहे.

(बारा) “संस्था” याचा अर्थ, अशी फर्म, संस्था, समिती, कंपनी किंवा न्यास, ज्या आज अस्तित्वात असलेल्या किंवा नसलेल्या कायदानुसार नोंदणीकृत असतील आणि त्या कारखान्यातील कामगारांची सुरक्षितता व आरोग्य व मुख्य उद्देशासाठी काम करीत असतील.

(२) या नियमांमध्ये वापरलेले परंतु व्याख्या न केलेले शब्द व वाक्यप्रयोग यांना अधिनियमांमध्ये अनुक्रमे नेमून दिल्याप्रमाणे अर्थ असेल.

३. नियम १ पोट-नियम (२) मध्ये नमूद केल्याप्रमाणे कारखान्याच्या भोगवटादार पुढीलप्रमाणे सुरक्षा लेखापरीक्षा करण्याची व्यवस्था करील.—

(क) कारखान्यातील अधिकारी चमूद्वारे वर्षातून एकदा अंतर्गत लेखापरीक्षा.

(ख) सुरक्षा लेखापरीक्षकाद्वारे दोन वर्षातून एकदा बाह्य लेखापरीक्षा, करण्यात येईल :

परंतु, ज्यावर्षी बाह्य लेखापरीक्षा करण्यात येईल त्यावर्षी अंतर्गत लेखापरीक्षा करण्याची आवश्यकता नसेल :

परंतु, असेही की, निर्मिती, प्रक्रियेत संपूर्ण किंवा अंशतः बदल करण्यापूर्वी एक महिन्याच्या आत सुरक्षा लेखापरीक्षकाकडून बाह्य सुरक्षा लेखापरीक्षा करवून घेईल.

४. सुरक्षा लेखापरीक्षा, व्यावसायिक सुरक्षा आणि आरोग्य लेखापरीक्षा यावरील व्यवसाय भारतीय मानक संहिता (Indian Standard Code of Practice on Occupational Safety and Health Audit) यांच्या भारतीय मानक १४४८९:१९९८ नुसार किंवा त्या त्यावेळी अधिभावी असलेल्या अशा कोणत्याही मानकानुसार, यापैकी जे अलीकडचे असेल त्यानुसार, करण्यात येईल.

५. (१) राज्य शासन, या नियमांच्या अनुसूची १ मध्ये निर्धारित केलेल्या अर्हता, अनुभव व इतर आवश्यक बाबी धारण करणाऱ्या कोणत्याही व्यक्तीस, सुरक्षा लेखापरीक्षा करण्यासाठी सुरक्षा लेखापरीक्षक म्हणून मान्यता देईल.

(२) राज्य शासन, या नियमांमध्ये तरतूद केल्याप्रमाणे सुरक्षा लेखापरीक्षा करण्याच्या प्रयोजनासाठी, अनुसूची १ मध्ये निर्धारित केलेली अर्हता, अनुभव आणि इतर आवश्यक बाबी धारण करणाऱ्या किमान तीन व्यक्ती सेवेत असलेल्या कोणत्याही संस्थेस, सुरक्षा लेखापरीक्षक म्हणून मान्यता देईल :

परंतु, अशी मान्यता दिलेली संस्था, अनुसूची १ मध्ये निर्धारित केलेली अर्हता, अनुभव आणि इतर आवश्यक बाबी धारण करणाऱ्या किमान तीन व्यक्तींना कामावर घेण्याचे बंद करील तेव्हा अशा संस्थेची मान्यता खंडित होईल.

परंतु, पुढे असे की अशी संस्था ५ वर्षांपेक्षा कमी नाही अशा कालावधीसाठी सुरक्षा परिक्षणाच्या क्षेत्रातील असमान्य तज्ज्ञ असल्यास, अशा संस्थेस, राज्य शासन तशी लेखी कारणे नमूद करून अर्हता शिथिल करू शकेल.

(३) या नियमाद्वारे महासंचालक, कारखाने सलाह सेवा व श्रम संस्था आणि राष्ट्रीय सुरक्षा परिषद यांना किंवा महासंचालक, कारखाने सलाह सेवा व श्रम संस्था आणि राष्ट्रीय सुरक्षा परिषद किंवा औद्योगिक सुरक्षा व आरोग्य संचालनालयातील उप संचालक या पदापेक्षा कमी दर्जा नसलेल्या पदाचा किमान १५ वर्षांचा अनुभव असणाऱ्या व्यक्तीला सुरक्षा लेखापरीक्षण करण्यासाठी सुरक्षा लेखापरीक्षक म्हणून समजण्यात येईल.

(४) राज्य शासन, वेळोवेळी, राज्यात उपलब्ध असलेल्या कामाच्या प्रमाणावर अवलंबून, नियुक्त करावयाच्या सुरक्षा लेखापरीक्षकांची एकूण संख्या तसेच, अर्ज मागविण्याची कार्यपद्धती निश्चित करेल.

६. (१) शासनाने वेळोवेळी ठरविल्यानुसार जाहिरातीनंतर, मुख्य कारखाने निरीक्षक, महाराष्ट्र राज्य यांचेकडे सुरक्षा लेखापरीक्षा करण्यासाठी सुरक्षा लेखापरीक्षक म्हणून मान्यता मिळविण्यासाठीचा अर्ज किंवा मान्यता प्रमाणपत्राचे नूतनीकरण करण्यासाठीचा अर्ज, व्यक्तीद्वारे नमुना अ मध्ये आणि संस्थेद्वारे नमुना ब मध्ये करण्यात येईल.

(२) (अ) या नियमानुसार यथोचितरित्या केलेला अर्ज मिळाल्यानंतर, मुख्य कारखाने निरीक्षक, महाराष्ट्र राज्य अशा अर्जाची नोंद घेईल व अर्जदाराच्या क्षमतेबाबत व त्याच्याकडे असलेल्या सुविधेबाबत मुख्य कारखाने निरीक्षक यांची खात्री पटल्यावर ३० दिवसांत शासनास मंजूरीसाठी किंवा योग्य कारणे नमूद करून नामंजुरीची शिफारस करतील.

(ब) अर्जदारास सुरक्षा लेखापरीक्षक म्हणून मंजूरी देण्यासाठी शासन, त्यांना सल्ला घेण्यासाठी, आवश्यकता भासल्यास योग्य सभासद असलेल्या समितीचे गठन करेल. सदर अर्ज या समितीद्वारे छाननी करून अर्जदाराच्या क्षमतेबाबत व त्याच्याकडे उपलब्ध असलेल्या सुविधेबाबत समितीची खात्री पटल्यावर ३० दिवसांत शासनास मंजूरीसाठी किंवा योग्य कारणे नमूद करून नामंजुरीची शिफारस करेल.

(क) मुख्य कारखाने निरीक्षक किंवा समितीकडून, जर सदर समिती नियम २(ब) नुसार गठीत केली असेल तर, शिफारस प्राप्त झाल्यावर ४५ दिवसांत शासन अशा अर्जदारास सुरक्षा लेखापरीक्षक म्हणून मान्यता देईल किंवा त्यांचा अर्ज योग्य कारणे देऊन नामंजूर करेल.

(ड) शासनाने अर्जदारास सुरक्षा लेखापरीक्षक म्हणून मान्यता दिल्यानंतर, मुख्य कारखाने निरीक्षक, महाराष्ट्र राज्य, सदर मान्यतेचे प्रमाणपत्र नमुना क मध्ये १५ दिवसांत खालील किंवा शासनाने नमूद केलेल्या इतर अटीच्या अधिन राहून जारी करतील जसे,—

(एक) सुरक्षा लेखापरीक्षक हा सुरक्षा लेखापरीक्षणाची रोजवही (लॉगबुक) अद्ययावत ठेवील. ज्यामध्ये, सुरक्षा लेखापरीक्षण केलेल्या उपक्रमाचे नाव व पत्ता, संपर्क साधलेल्या व्यक्ती, लेखापरीक्षणाचा दिनांक तसेच लेखापरीक्षण अहवाल अनुक्रमे कारखान्याला आणि औद्योगिक सुरक्षा व आरोग्य संचालनालयाला सादर केलेले दिनांक नमूद केलेले आसतील. सदर अहवाल औद्योगिक सुरक्षा व आरोग्य संचालनालयांच्या अधिकाऱ्यांना आवश्यक असेल तेव्हा सादर करण्यात येईल.

(दोन) सुरक्षा लेखापरीक्षक, ज्या कारखान्यामध्ये तो लेखापरीक्षक काम करीत असेल किंवा त्या कारखान्याचा अथवा त्याच्या कुटुंबातील व्यक्तींच्या, त्यांनी प्रचालन केलेल्या, व्यवस्थापन केलेल्या वा चालविलेल्या कोणत्याही कारखान्याचा भोगवटादार, भागीदार, संचालक किंवा व्यवस्थापक असेल, किंवा ज्यामध्ये लेखापरीक्षकाचा प्रत्यक्ष किंवा अप्रत्यक्ष हितसंबंध असेल. अशा कारखान्यांचे व्यावसायिक सुरक्षा लेखापरीक्षण करणार नाही. ज्या कारखान्यांना लेखापरीक्षकाने संयंत्र व यंत्रसामुग्री, कच्चा माल, सुरक्षेची साधने किंवा इतर माल, साधने पुरविलेली असेल, अशा कारखान्यांची तो सुरक्षा लेखापरीक्षण करणार नाही.

(तीन) सुरक्षा लेखापरीक्षकाची, मान्यता रद्द झाली तरीही, त्याने लेखापरीक्षक म्हणून आपली कर्तव्ये पार पाडण्याच्या ओघात त्याला ज्ञात झालेली कोणतीही उत्पादनविषयक किंवा व्यावसायिक गुपिते किंवा उत्पादन प्रक्रिया किंवा इतर गोपनीय माहिती जाहीर करू नये. यात कसूर झाल्यास, तो त्यावेळी अस्तित्वात असलेल्या कायदानुसार फौजदारी आणि दिवाणी कार्यवाहीस पात्र होईल किंवा त्याबाबतची कारणे विनिर्दिष्ट करून अर्ज नामंजूर करण्यासाठी शासनास शिफारस करील.

(३) पोट-नियम (२) अन्वये दिलेली मान्यता, मान्यता प्रमाणपत्र दिल्याच्या दिनांकापासून तीन वर्षांपर्यंत वैध असेल.

(४) सुरक्षा लेखापरीक्षक म्हणून मान्यतेच्या नूतनीकरणासाठी करावयाचा अर्ज, मान्यता कालावधी समाप्त होण्याच्या किमान तीन महिने आधी करावा आणि नूतनीकरणासाठी पोट-नियम (२) मधील कार्यपद्धती जशीच्या तशी लागू राहील.

(५) अर्जदार, पुढील कारणास्तव सुरक्षा लेखापरीक्षक म्हणून मान्यतेचे नूतनीकरण करण्यास पात्र असणार नाही,—

(एक) राज्य शासनाने पूर्वी दोनवेळा अशी मान्यता मागे घेतली असेल ;—

### किंवा

(दोन) त्याने/तिने मागील दोन वर्षांच्या कालावधीत कारखान्यांची किमान तीन सुरक्षा लेखापरीक्षणे केली नसतील, किंवा

(६) जर सुरक्षा लेखापरीक्षकाने,—

(एक) मान्यता प्रमाणपत्र करारनिर्विष्ट केलेल्या कोणत्याही शर्तीचे उल्लंघन केले आहे, किंवा

(दोन) अधिनियमाच्या किंवा या नियमांच्या तरतुदीचे उल्लंघन करून सुरक्षा लेखापरीक्षा केली आहे. अधिनियम किंवा त्याखाली केलेल्या नियमांचा हेतू अथवा प्रयोजनाशी विसंगत अशी कृती केली आहे किंवा अधिनियम अथवा त्याखाली केलेल्या नियमांन्वये आवश्यक असल्याप्रमाणे कृती केली नाही किंवा कृती करण्यात कसूर केली, किंवा

(तीन) इतर कोणत्याही कारणास्तव असे प्रमाणपत्र रद्द करणे आवश्यक आहे, असे मानण्यास संयुक्तिक कारण असेल तर, सुरक्षा लेखापरीक्षकास आपले म्हणणे मांडण्याची वाजवी संधी दिल्यानंतर, राज्य शासन मान्यता प्रमाणपत्र रद्द करील.

७. कारखान्याचा भोगवटादार तसेच सुरक्षा लेखापरीक्षक हे, औद्योगिक सुरक्षा आणि आरोग्य संचालनालयाच्या संबंधित कार्यालयास, कारखान्यातील सुरक्षा लेखापरीक्षा सुरू करण्याच्या पंधरा दिवसांपूर्वी तसे कळवील.

८. सुरक्षा लेखापरीक्षक सुरक्षा लेखापरीक्षा पूर्ण झाल्याच्या दिनांकापासून एक महिन्याच्या आत, कारखान्याच्या भोगवटादाराला, सुरक्षा लेखापरीक्षा अहवाल अनुसूची २ मध्ये, कारखान्यातील सुरक्षितता व आरोग्य सुधारण्याबाबतच्या त्याच्या शिफारशीसह पाठवील :

परंतु सुरक्षा लेखापरीक्षणादरम्यान सुरक्षा लेखापरीक्षकास अपघात होण्यासारखा धोका आढळल्यास, तो भोगवटादार, संबंधित औद्योगिक सुरक्षा व आरोग्य संचालनालयाच्या संबंधित कार्यालय यांना त्वरित लेखी कळवेल. अशा स्थितीत भोगवटादार त्वरित योग्य ती सुधारणा करण्याची उपाययोजना करील.

९. भोगवटादार, सुरक्षा लेखापरीक्षा अहवाल अनुसूची २ मध्ये प्राप्त झाल्याच्या दिनांकापासून तीस दिवसांच्या आत तो अहवाल औद्योगिक सुरक्षा व आरोग्य संचालनालयाच्या संबंधित कार्यालयाकडे, त्या अहवालामध्ये केलेल्या शिफारशीनुसार तयार केलेल्या कृती अहवालासह पाठवील.

१०. सुरक्षा लेखापरीक्षा अहवालाच्या छाननीनंतर जर असे आढळून आले की, सुरक्षा लेखापरीक्षा नियम ४ नुसार करण्यात आली नाही, तर मुख्य कारखाने निरीक्षक, विसंगती संदर्भात सुरक्षा लेखापरीक्षक व भोगवटादार यांना लेखी कळवील व भोगवटादारास पुन्हा लेखापरीक्षा करण्याचे निर्देश देईल. असे निर्देश दिल्याच्या दिनांकापासून तीस दिवसांत पुन्हा सुरक्षा लेखापरीक्षा पूर्ण व्हायला हवी. अशा पुनर्लेखापरीक्षेस नियम ८, ४ आणि ९ च्या तरतुदी लागू होतील.

११. (१) पोट-नियम (२) च्या तरतुदीच्या अधीन राहून, राज्य शासन, लेखी आदेशाद्वारे अशा आदेशामध्ये विनिर्दिष्ट करील अशा अटी व शर्तीना अधीन राहून कोणत्याही कारखान्यास किंवा एखाद्या प्रवर्गातील कारखान्यांना या नियमांच्या सर्व किंवा कोणत्याही तरतुदीपासून सूट देईल.

(२) एखाद्या कारखान्यात चालणाऱ्या निर्मितीप्रक्रियेची, ज्यात धोकादायक रसायनांची साठवण, हाताळणी किंवा संस्करण यांचा अथवा असे पदार्थ तयार करण्याच्या कामाचा अंतर्भाव असेल, त्याची वारंवारता आणि/व/स्वरूप लक्षात घेऊन, या नियमांमधील आवश्यक बाबी, कामगारांची सुरक्षितता, आरोग्य आणि संरक्षण याकरिता अव्यवहार्य आहेत किंवा अन्यथा आवश्यक नाहीत. असे जोपर्यंत शासनास वाटत नाही, तोपर्यंत शासन पोट-कलम (१) अन्वये कोणताही आदेश काढणार नाही.

(३) पोट-नियम (१) आणि (२) मध्ये काहीही अंतर्भूत असले तरी राज्य शासन, आदेशाद्वारे, पोट-नियम (१) अन्वये दिलेली सूट कोणत्याही वेळी रद्द करू शकेल.



## अनुसूची १

### नियम ५ पहा

अर्जदारास सुरक्षा लेखापरीक्षक म्हणून मान्यता मिळण्यासाठी पुढील अर्हता व अनुभव इत्यादी धारण करावे लागेल :—

१. **शैक्षणिक अर्हता व अनुभव.**—अर्जदार,—(एक) रासायनिक, यांत्रिकी, विद्युत किंवा उत्पादन अभियांत्रिकी शाखेतील पदवी धारण करील आणि कारखान्यातील उत्पादन प्रक्रिया, परिरक्षण, संकल्पचित्र, प्रकल्प किंवा सुरक्षितता विभाग यामधील पर्यवेक्षक किंवा त्यावरील पदाचा पाच वर्षांचा अनुभव असेल, किंवा

(दोन) रासायनिक, यांत्रिकी, विद्युत किंवा उत्पादन अभियांत्रिकी शाखेतील पदविका धारण करील आणि कारखान्यातील उत्पादन प्रक्रिया, परिरक्षण, संकल्पचित्र, प्रकल्प किंवा सुरक्षितता विभाग यामधील पर्यवेक्षक किंवा त्यावरील पदाचा सात वर्षांचा अनुभव असेल, किंवा

(तीन) भौतिकशास्त्र व/किंवा रसायनशास्त्र या विषयांसह विज्ञान शाखेची पदवी धारण करील आणि कोणत्याही कारखान्यातील उत्पादन प्रक्रिया किंवा सुरक्षा विभागामध्ये पर्यवेक्षक किंवा त्यावरील पदाचा दहा वर्षांचा अनुभव, आणि

तंत्रशिक्षण मंडळ किंवा अखिल भारतीय तंत्रशिक्षण परिषद किंवा मान्यताप्राप्त विद्यापीठ यांच्याकडून मान्यताप्राप्त असलेल्या औद्योगिक सुरक्षेमधील एक वर्षाची पदविका, किंवा

(चार) कोणत्याही अभियांत्रिकी शाखेतील पदवी, पदविका आणि कारखाना निरीक्षणालय/औद्योगिक सुरक्षा व आरोग्य संचालनालय मधील पाच वर्षांचा अनुभव असेल किंवा महासंचालक, कारखाना सल्लागार सेवा व कामगार संस्था किंवा प्रादेशिक कामगार संस्था अथवा सहायक संचालक किंवा वरील पदाच्या नात्याने राष्ट्रीय सुरक्षा परिषद यामधील पाच वर्षांचा अनुभव असेल.

(२) अर्जदाराचा, कारखान्यामध्ये किंवा कोणत्याही प्रक्रियेमध्ये अथवा त्यामध्ये चालविलेल्या कामकाजामध्ये किंवा कोणत्याही पेटंटमध्ये किंवा त्याच्याशी संबंधित असलेल्या यंत्रामध्ये त्याच्या हितसंबंधामार्फत प्रत्यक्षपणे किंवा अप्रत्यक्षपणे त्या संबंधात स्वारस्य असणार नाही.

(३) अर्जदाराचे वय ६२ वर्षांपेक्षा जास्त असेल तर, तो आपल्या मान्यतेसाठी किंवा नूतनीकरणाच्या अर्जासोबत जिल्हा शल्य चिकित्सक किंवा प्रमाणक शल्य चिकित्सक यांनी दिलेले सुरक्षा लेखापरीक्षण करण्यासाठीच्या शारीरिक क्षमतेचे प्रमाणपत्र सादर करील.

## अनुसूची २

### (नियम ८ व ९ पहा)

#### सुरक्षा लेखापरीक्षण सादर करण्याचा नमुना

- (१) कारखान्याचे नाव व पत्ता
- (२) भोगवटादाराचे नाव
- (३) लेखापरीक्षणाची तारीख
- (४) कच्च्या मालाची कमाल साठ्यासह यादी
- (५) पक्क्या मालाची कमाल साठ्यासह यादी
- (६) उत्पादन प्रक्रियेचा आराखडा
- (७) संयंत्राचा पी आय डायग्राम (रासायनिक कारखान्यांसाठी)
- (८) सुरक्षा लेखापरीक्षकाचे नाव व प्रमाणपत्र क्रमांक आणि ज्या व्यक्तीने सुरक्षा लेखापरीक्षण केले त्याचे नाव
- (९) सोबत भारतीय मानक १४४८९:१९९८ प्रमाणे सुरक्षा लेखापरीक्षण जोडले आहे.

दिनांक

सुरक्षा लेखापरीक्षकाची स्वाक्षरी

संस्थेने सुरक्षा लेखापरीक्षा करण्यास प्राधिकृत  
केलेली व्यक्ती किंवा सेवक.

मी, (भोगवटादार) सुरक्षा लेखापरीक्षणाच्या सूचनांचा अनुपालन अहवाल दिनांक ..... रोजी किंवा पूर्वी सादर करण्याची जबाबदारी स्वीकारतो.

दिनांक

भोगवटादाराची स्वाक्षरी

## नमुना अ

## [नियम ६ (१) पहा]

सुरक्षा लेखापरीक्षक मान्यता किंवा नूतनीकरणाची मान्यतेच्या अर्जाचा नमुना

(व्यक्तीने भरावयाचा)

(दोन प्रतीत)

- (१) नाव :  
 (२) वडिलांचे/पतीचे नाव :  
 (३) जन्म दिनांक व वय :  
 (४) कायम पत्ता :  
 (५) पत्रव्यवहारासाठी पत्ता :  
 (६) दूरध्वनी क्रमांक :  
 (७) भ्रमणध्वनी क्रमांक :  
 (८) फॅक्स :  
 (९) ई-मेल :

अर्जदाराचे  
सध्याचे  
छायाचित्र

## ६. शैक्षणिक अर्हता (साक्षात्कृत प्रती जोडणे) :

अनुक्रमांक (१)	पदवी/पदविका (२)	महाविद्यालय/संस्था/विद्यापीठ (३)	पूर्ण झाल्याचे वर्ष (४)
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## ७. सुरक्षेमधील तांत्रिक अर्हता (साक्षात्कृत प्रती जोडणे) :

अनुक्रमांक (१)	पदवी/पदविका (२)	महाविद्यालय/संस्था/विद्यापीठ (३)	पूर्ण झाल्याचे वर्ष (४)
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## ८. कामाचा अनुभव (साक्षात्कृत प्रती जोडणे)

अनुक्रमांक (१)	नोकरीचा दिनांक पासून पर्यंत (२)	नियोक्त्याचे नाव व पत्ता (३)	पदनाम (४)	कामाचे स्वरूप (५)
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९. मान्यतेच्या नूतनीकरणासाठी प्रमाणपत्र क्रमांक व दिनांक :

**घोषणा**

- (क) माझी, मुख्य निरीक्षक कारखाने यांनी पूर्वी सुरक्षा लेखापरीक्षक म्हणून संस्थेची मान्यता मागे घेतली नव्हती किंवा रद्द केली नव्हती,  
(ख) माझी, मुख्य निरीक्षक कारखाने यांनी पूर्वी सुरक्षा लेखापरीक्षक म्हणून संस्थेची मान्यता मागे घेण्यात आली होती त्याचा तपशीलपुढील प्रमाणे आहे.

फेटाळल्याचा किंवा रद्द केल्याचा दिनांक व आदेश क्रमांक (१)	कालावधी पासून पर्यंत (२)
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**टीप.**—पूर्वी संस्थेची मान्यता दोनवेळा मागे घेण्यात आली होती किंवा रद्द करण्यात आली असल्यास, ती मान्यतेसाठी पात्र असणार नाही.

(ग) संस्थेने मागील दोन वर्षांमध्ये, तीन किंवा तीनपेक्षा अधिक सुरक्षा लेखापरीक्षा पार पाडल्या आहेत, कारखान्याचे नाव आणि पत्ता आणि लेखापरीक्षेचा दिनांक दर्शविणारी यादी यासोबत जोडण्यात येत आहे,

(घ) मी ..... याद्वारे घोषित करतो की, सादर केलेला तपशील माझ्या माहिती व समजूतीप्रमाणे सत्य आहे, मी पुढील हमी देत आहे की,—

(एक) सोयीसुविधा सुस्थितीत ठेवील, आणि

(दोन) मान्यता प्रमाणपत्रामध्ये विनिर्दिष्ट केलेल्या सर्व शर्ती परिपूर्ती व त्याचे पालन करील.

ठिकाण

अर्जदाराची सही

दिनांक

संपूर्ण नाव :

## नमुना ब

## नियम ६ (१) पहा

सुरक्षा लेखापरीक्षक म्हणून संस्थेच्या मान्यतेकरिता किंवा मान्यतेचे नूतनीकरण करण्याचा अर्जाचा नमुना

- (१) संस्थेचे नाव व पूर्ण पत्ता :
- (२) संस्थेची स्थिती— :
- (शासकीय, स्वायत्त, सहकार, नियम किंवा खाजगी आहेत किंवा नाहीत ते विनिर्दिष्ट करणे) नोंदणी क्रमांकासह
- (३) (क) संस्थेच्या प्रमुखांचे नावे :  
(ख) दूरध्वनी/भ्रमणध्वनी क्रमांक  
(ग) ई-मेल पत्ता  
(घ) फॅक्स
- (४) या राज्याने किंवा अन्य कोणत्याही राज्याने :  
लेखापरीक्षक म्हणून घोषित केलेली संस्था आहे किंवा नाही ? असल्यास, तपशील देणे
- (५) जोडलेल्या अनुसूचीमध्ये, किमान तीन :  
कर्मचाऱ्यांची माहिती जोडणे.
- (६) अन्य कोणतीही संबंधित माहिती :
- (७) प्रमाणपत्र क्रमांक (नूतनीकरणाच्या बाबतीत) :

## घोषणा

मी असे घोषित करतो की,

(क) यापूर्वी राज्य शासनाने सुरक्षा लेखापरीक्षक म्हणून संस्थेची मान्यता मागे घेतली नव्हती किंवा रद्द केलेली नव्हती.

(ख) सुरक्षा लेखापरीक्षक म्हणून संस्थेची मान्यता मागे घेतली होती, त्याचा तपशील पुढीलप्रमाणे आहे :—

फेटाळल्याचा किंवा रद्द	कालावधी
केल्याचा दिनांक व आदेश क्रमांक	पासून पर्यंत
(१)	(२)

**टीप.**—पूर्वी संस्थेची मान्यता दोन वेळा मागे घेण्यात आली होती किंवा रद्द करण्यात आली असल्यास, ती मान्यतेसाठी पात्र असणार नाही.

(ग) संस्थेने मागील दोन वर्षांमध्ये, तीन किंवा तीनपेक्षा अधिक सुरक्षा लेखापरीक्षा पार पाडल्या आहेत, कारखान्याचे नाव आणि पत्ता आणि लेखापरीक्षेचा दिनांक दर्शविणारी यादी यासोबत जोडण्यात येत आहे,

(घ) मी ..... याद्वारे घोषित करतो, सादर केलेला तपशील माझ्या माहिती व समजुतीप्रमाणे सत्य आहे, मी पुढील हमी देत आहे की,—

(ड) मी ..... याद्वारे घोषित करतो की ..... द्वारे) संस्थेचे नाव  
(सादर केलेली माहिती माझ्या माहितीप्रमाणे अचूक आहे मी पुढील हमी देत आहे की,—

(एक) नोकरीस ठेवलेल्या व्यक्तीच्या बाबतीत ज्याआधारे ही मान्यता मिळवली होती त्याने नोकरी सोडल्यास त्याच्या बाबतीत मुख्य निरीक्षक कारखाने यानां अधिसूचित करीन,

(दोन) सोयीसुविधा सुस्थितीत ठेवीन,

(तीन) सुरक्षा लेखापरीक्षक मान्यता/नूतनीकरण मान्यतेचे प्रमाणपत्रामध्ये विनिर्दिष्ट केलेल्या सर्व शर्तीची परिपूर्ती आणि त्यांचे पलन करीन.

ठिकाण

संस्थेच्या प्रमुखाची सही :

दिनांक

पदनाम :

**नमुना ब चे जोडपत्र**  
**वैयक्तिक माहिती**

यथोचितरित्या  
सही केलेले  
अलिकडचे  
छायाचित्र

- (१) नाव :  
(२) वडिलांचे नाव/पतीचे नाव :  
(३) जन्म दिनांक व वय :  
(४) कायमचा पत्ता :  
(५) पत्रव्यवहाराचा पत्ता :  
(६) दूरध्वनी क्रमांक :  
भ्रमणध्वनी क्रमांक :  
ई-मेल :

**शैक्षणिक अर्हता (साक्षात्कृत प्रती जोडणे)**

अनुक्रमांक (१)	पदवी/पदविका (२)	महाविद्यालय/संस्था/विद्यापीठ (३)	पूर्ण झाल्याचे वर्ष (४)
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**७. सुरक्षेच्या संबंधातील तंत्रशिक्षण (साक्षात्कृत प्रती जोडणे) :**

अनुक्रमांक (१)	पदवी/पदविका (२)	महाविद्यालय/संस्था/विद्यापीठ (३)	पूर्ण झाल्याचे वर्ष (४)
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**८. कामाचा अनुभव (साक्षात्कृत प्रती जोडणे)**

अनुक्रमांक (१)	नोकरीचा दिनांक पासून पर्यंत (२)	नियोक्त्याचे नाव व पत्ता (३)	पदनाम (४)	कामाचे स्वरूप (५)
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**घोषणा**

मी, याद्वारे असे घोषित करतो करतो की, या अनुसूचीमध्ये सादर केलेला सर्व तपशील माझ्या माहिती व समजुतीप्रमाणे सत्य आहे. सुरक्षा लेखापरीक्षक म्हणून मान्यता मिळाल्यास, मी संस्थेतील माझी कर्तव्ये पार पाडताना उच्च प्रतीच्या व्यावसायिक मूल्यांचे पलन करील आणि तिचे मूल्य कायम ठेवीन.

ठिकाण :  
दिनांक :  
सही :  
नाव :

नमुना क

[नियम ६ (२)(ड) पहा]

सुरक्षा लेखापरीक्षक मान्यता/नूतनीकरण मान्यतेचे प्रमाणपत्र

प्रमाणपत्र महा/औसुवआ/सुले ...../२०.....

कळविण्यात येते की, मे./श्री./श्रीमती ..... पत्ता .....  
..... यांना राज्य शासनाचे पत्र क्र. .... दिनांक ..... अनव्ये, सुरक्षा लेखापरीक्षण करण्यासाठी, महाराष्ट्र कारखाने (सुरक्षा लेखापरीक्षा) नियम, २०१३ नुसार, सुरक्षा लेखापरीक्षक म्हणून, मान्यता देण्यात येत आहे/मान्यतेचे नूतनीकरण करण्यात येत आहे.

हे प्रमाणपत्र खालील अटीच्या अधीन राहून देण्यात येत आहे :—

- (१) महाराष्ट्र कारखाने (सुरक्षा लेखापरीक्षा) नियम, २०१३ मधील तरतुदीनुसार सुरक्षा लेखापरीक्षण करण्यात यावे.
- (२) सुरक्षा लेखापरीक्षण हे भारतीय मानक संहितेतील मानक १४४८९:१९९८ नुसार किंवा त्या त्या वेळी अधिभावी असलेल्या कोणत्याही मानकानुसार करण्यात यावे.
- (३) सुरक्षा लेखापरीक्षण करतेवेळी सुरक्षा लेखापरीक्षक किंवा संस्थेने प्राधिकृत केलेल्या व्यक्तीने व्यक्तीशः हजर रहावे व केलेल्या कामाची रोजवही नियम ६(२) (ड) (एक) नुसार अद्ययावत ठेवावी.
- (४) प्रमाणपत्र क्रमांक व कालावधी सुरक्षा लेखापरीक्षण अहवालात नमूद करावा.
- (५) कोणतीही सुरक्षा लेखापरीक्षा विहित कालावधीनंतर करण्यात येऊ नये.
- (६) सदर प्रमाणपत्र कोणत्याही वेळी रद्द निरस्त व सुधारणा करण्याचे अधिकार राज्य शासनाकडे राहतील.
- (७) सुरक्षा लेखापरीक्षक किंवा संस्थेने प्राधिकृत केलेली व्यक्ती, ज्या कारखान्यामध्ये लेखापरीक्षा करीत असेल किंवा त्या कारखान्याचा अथवा त्याच्या कुटुंबातील व्यक्तीच्या, त्यांनी प्रचालन केलेल्या, व्यवस्थापन केलेल्या वा चालविलेल्या कोणत्याही कारखान्याचा भोगवटादार, भागीदार, संचालक किंवा व्यवस्थापक असेल, किंवा ज्यामध्ये लेखापरीक्षकाचा प्रत्यक्ष किंवा अप्रत्यक्ष हितसंबंध असेल, अशा कारखान्यांची सुरक्षा लेखापरीक्षा करणार नाही. ज्या कारखान्यांचा लेखापरीक्षकाने संयंत्र व यंत्रसामग्री, कच्चा माल, सुरक्षेची साधने किंवा इतर माल, साधने पुरविलेली असेल, अशा कारखान्यांची सुरक्षा लेखापरीक्षा करणार नाही.
- (८) सुरक्षा लेखापरीक्षकाची, संस्थेची किंवा संस्थेने प्राधिकृत केलेल्या व्यक्तीची, मान्यता रद्द झाली तरीही, त्याने लेखापरीक्षक म्हणून आपली कर्तव्ये पार पाडण्याच्या ओघात त्याला ज्ञात झालेली कोणतीही उत्पादन विषयक किंवा व्यवसायिक गुपिते किंवा उत्पादन प्रक्रिया किंवा इतर गोपनीय माहिती जाहीर करू नये. यात कसूर झाल्यास, तो त्यावेळी अस्तित्वात असलेल्या कायदानुसार फौजदारी आणि दिवाणी कार्यवाहीस पात्र होईल.
- (९) सुरक्षा लेखापरीक्षा प्रमाणपत्राचे नूतनीकरण अर्ज मान्यता कालावधी संपण्याच्या किमान तीन महिने अगोदर करावा.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

बाळासाहेब कोळसे,

शासनाचे सहसचिव.

In pursuance of clause (3) of Article 348 of the Constitution of India, of following translation in English of the Government Notification, Industries, Energy and Labour Department No. FAC. 2012/C.R. 278/Lab-4, dated the 6th January 2014 is hereby published under the authority of the Governor of Maharashtra.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLSE,  
Joint Secretary to Government.

### **INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Marg, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated the 6th January 2014.

#### *NOTIFICATION*

THE FACTORIES ACT, 1948.

No. FAC. 2012/C.R. 278/Lab-4.—The following draft of the Maharashtra Factories (Safety Audit) Rules, 2014, which the Government of Maharashtra proposes to make in exercise of the powers conferred by section 112 and 115 read with section 41 of the Factories Act, 1948 (LXIII of 1948), in its application to the State of Maharashtra (hereinafter referred to as “the said Act”) and clause (3) of section 23 of the General Clauses Act, 1897 (X of 1897) and of all other powers enabling it in that behalf and in supersession of the Government Notification, Industries, Energy and Labour Department, No. FAC. 2009/C.R. 309/Lab-4, dated the 3rd January 2012; and supplement the provisions of Chapter IV of the said Act as a measure for securing the safety of the persons employed therein, is hereby published as required by sub-section (1) of section 115 of the said Act, for information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the expiry of the period of forty-five days from the date on which the draft notification is published in the *Maharashtra Government Gazette*.

2. Any objection or suggestion, which may be received by the Director, Industrial Safety and Health (Chief Inspector of Factories), Kamgar Bhavan, 5th Floor, Block-E, C-20, Bandra-Kurla Complex, Bandra (E.), Mumbai 400 051, from any person with respect to the said draft on or before the expiry of the abovesaid period, will be considered by the Government.

#### *DRAFT NOTIFICATION*

No. FAC. 2012/C.R. 278/Lab-4.—In exercise of the powers conferred by section 112 and 115 read with section 41 of the Factories Act, 1948 (63 of 1948), in its application to the State of Maharashtra and clause (3) of section 23 of the General Clauses Act, 1897 (X of 1897) and of all other powers enabling it in that behalf, and in supersession of the Government Notification, Industries, Energy and Labour Department, No. FAC. 2009/C.R. 309/Lab-4, dated the 3rd January 2012; and to supplement the provisions of Chapter IV of the said Act as a measure for securing the safety of persons employed in certain class of factories, the Government of Maharashtra



hereby proposes to make the following rules, the same having been previously published as required by sub-section (1) of section 115 of the said Act, as follows, namely :—

1. (1) These rules may be called the Maharashtra Factories (Safety Audit) Rules, 2014.

(2) They shall apply to the factories,—

(i) in which manufacturing processes, which involves use, storage, handling or processing of toxic or highly inflammable or explosive or hazardous chemicals or wherein such toxic or highly inflammable or explosive substances are likely to be generated or given out, are carried out ; or

(ii) in which the hazardous processes as listed in first Schedule appended to clause (b) of section 2 of the Factories Act, 1948 (LXIII of 1948) is carried out; or

(iii) Employing more than 250 workers.

2. (1) In these rules unless the context otherwise requires,—

(i) “Act” means the Factories Act, 1948 (LXIII of 1948) as applicable to the State of Maharashtra;

(ii) “Chief Inspector” means any person who is appointed by the State Government as a Chief Inspector, under sub section (2) of section 8 of the Act ;

(iii) “Degree” means the degree of a statutory university ;

(iv) “Diploma” means a diploma awarded by a statutory university or a recognized institution ;

(v) “Form” means a form appended to these rules ;

(vi) “the Government” or “the State Government” means the Government of Maharashtra;

(vii) “safety audit” means a systematic, objective and document evaluation of the occupational safety and health systems and procedures in a factory ;

(viii) “Safety Auditor” means a person recognized by a committee constituted by State Government as per rule 5 to carry out safety audit in accordance with these rules and include the safety auditors mentioned in sub-rule (3) of rule 5;

(ix) “Schedule” means the Schedule appended to these rules;

(x) “Section” means section of the Act.

(xi) “hazardous chemical” means any chemical as defined in sub-rule (a) of Rule 2 of Maharashtra Factories (Control of Industrial Major Accident Hazardous) Rules, 2003.

(xii) “Institution” means a firm, association, body, corporate, society or a trust, whether registered in accordance with the law for the time being force or not, and dealing mainly with the object of ensuring safety and health of workers engaged in factories.

(2) Words or expressions used but not defined herein, shall have their respective meanings as assigned to them in the Act or rules made there under.

3. The occupier of the class a factories mentioned in sub-rule (2) of Rule 1 shall arrange to carry out the safety audit to supplement the provisions of Chapter IV of the said Act as a measure for securing the safety of persons employed therein, the following manner namely :—

(a) internally, once in a year by a team of Plant personnel ;

(b) externally, once in two years by the Safety Auditor :

Provided that, in the year, when an external audit is carried out, it shall not be necessary to carry out an internal audit :

Provided further that, in case of any changes, total or partial, in the manufacturing process, the occupier shall within one month prior to such change, carry out the safety audit externally by the Safety Auditor.

4. The Safety Audit shall be carried out as per the standards laid down as IS 14489 : 1998 in the Indian Standard Code of Practice on Occupational Safety and Health Audit or any such

standards prevailing at the relevant time whichever is latest by the Safety Auditor or in case of an institution, by the person or employee possessing the qualification, experience and other requirements as set out in Schedule I as a Safety Auditor.

5. (1) The State Government may recognize any person possessing the qualifications, experience and other requirements as set out in the Schedule I hereto as a Safety Auditor for the purpose of carrying out Safety Audit as provided by these rules.

(2) The State Government may recognize any institution employing at least three persons possessing the qualifications, experience and other requirements as set out in the Schedule I as a Safety Auditor for the purpose of carrying out Safety Audit as provided by these rules :

Provided that, where the institute to which such recognition has been granted ceases to employ atleast three persons possessing the qualifications, experience and other requirements set out in the Schedule I, the recognition granted to such institute shall stand cancelled :

Provided further that, State Government may for reasons to be recorded in writing, relax the requirements of qualification, if such institute is exceptionally specialized in the field of carrying out Safety Audit for not less than 5 years.

(3) Director General Factory Advise Services and Labour Institute (DGFASLI) and National Safety Council (NSC) or an Officer having working experience of not less than 15 years in the office of the DGFASLI or NSC or Directorate of Industrial Safety and Health, Maharashtra State (DISH) not below the rank of Deputy Director shall be deemed to be Safety Auditor for carried out Safety Audit under these rules.

(4) The State Government may from time to time fix the total number of such Safety Auditors to be appointed depending on the total quantum of work available in the State and also the manner in which applications are to be invited.

6. (1) After publication of advertisement as decided by Government from time to time, an application for grant of certificate of recognition as a Safety Auditor for carrying out safety audit shall be made to the Chief Inspector by an individual in Form A and by an institution in Form B.

(2) (a) On receipt of an application duly made in accordance with these rules, the Chief Inspector shall register such application and recommend it to the Government for its approval, after having satisfied itself as regards the competence and facilities available at the disposal of the applicant or recommend to the Government for rejecting the application, after specifying the reasons therefor within 30 days.

(b) For giving an approval to the applicant as a Safety Auditor, the State Government may constitute a committee, if required. consisting of such members as it may deem fit, to advise it. The application shall be scrutinized by such committee and recommend it to the Government for its approval, after having satisfied itself as regards the competence and facilities available at the disposal of the applicant or recommend to the Government for rejecting the application, after specifying the reasons therefor within 30 days.

(c) On receipt of the recommendation of the Chief Inspector or such committee, if constituted under paragraph (b), the State Government may grant recognition to the applicant as Safety Auditor or reject the application, after specifying the reasons therefor within 45 days.

(d) After the State Government grants approval to the applicant as the Safety Auditor, the Chief Inspector shall issue a certificate of recognition in Form C, within 15 days subject to the following conditions and any other condition as may be specified by the State Government, namely:—

(i) Safety Auditor shall maintain a log book of all safety audits undertaken by him indicating the name and address of the audited factory, name of the person who has carried out safety audit, contact persons, date of the audit and date of submission of the audit report to the Occupier. It shall be produced as and when required by officers of the Directorate of Industrial Safety and Health.

(ii) Safety Auditor and the person authorized to carry out shall not conduct a Safety Audit of any factory where such auditor or person is employed, or an occupier, partner, director, or manager of that factory, or of any factory owned, operated, managed, or conducted by immediate family members, relatives or extended family members or wherein that auditor or such person has any direct or indirect interest whatsoever. An auditor or such person shall not carry out the safety audit of those factories to which that auditor or such person supplies any plant, machinery, raw material, safety equipments or other materials or equipment.

(iii) Safety Auditor and the person authorized to carry out safety audit shall not disclose, even after he ceasing to be a recognized auditor or employee of the institution any manufacturing or commercial sectors or working processes or other confidential information which may come to his knowledge in the course of their duties as an auditor. Any failure in this regard may make such auditor or person liable for criminal or civil proceedings. in accordance with the law for the time being in force.

(3) The recognition granted under sub-rule (2) shall be valid for three years from the date of issue of Certificate of Recognition.

(4) The application for renewal of recognition as a safety auditor shall be made at least three months before the expiry of the period of recognition and the procedure stated in sub-rule (2) shall apply *mutatis mutandis* for its renewal.

(5) The applicant shall not be eligible for renewal of recognition as a Safety Auditor if,—

(i) the State Government has revoked such recognition in the past on two occasions; or

(ii) he has not carried out at least three safety audits of factories in past two years; or

(6) The State Government may, after giving an opportunity to the Safety Auditor of being heard, revoke the certificate of recognition, if it has a reasons to believe that,—

(i) the Safety Auditor has violated any of the conditions stipulated in the certificate of recognition or renewal of recognition; or

(ii) the Safety Auditor has carried out the safety audit in violation of the provisions of the Act or these rules or has acted in a manner inconsistent with the intent or the purpose of the Act or rules made thereunder or has omitted or failed to act as required under the Act and rules made thereunder; or

(iii) for any other like reason.

7. The Occupier of the factory as well as the Safety Auditor shall inform in writing to the concerned office of the Directorate of Industrial Safety and Health fifteen days in advance before commencement of the safety audit in a factory.

8. The Safety Auditor shall within one month from the date of completion of safety audit forward to the Occupier of the factory a Safety Audit Report in Proforma prescribed under Schedule II on the letter head and his recommendations regarding improvement of the occupational safety and health in a factory :

Provided that if during safety audit, auditor finds any hazard posing danger of causing an accident, he shall immediately communicate in writing to the occupier as well as to the inspector concerned. In such case the occupier in such case shall take immediate corrective action.

9. The Occupier shall, within thirty days of the receipt of the Safety Audit Report in proforma prescribed under Schedule II. forward the same to the concerned office of the Directorate of Industrial Safety and Health alongwith the action taken report in pursuant to the recommendations made in the Safety Audit Report.

10. On scrutiny of the Safety Audit Report, if it is found that the safety audit is not carried out in accordance with rule 4, the Chief Inspector may communicate the discrepancies to the

occupier and Safety Auditor and shall direct the occupier to carry out re-audit only with respect to the discrepancies pointed out by him. Re-audit shall be completed within thirty days from the date of such direction. The provisions of rules 4, 8 and 9 shall apply to such *mutatis mutandis* apply to such re-audit.

11. (1) Subject to the provisions of sub-rule (2), the State Government may, by order in writing, exempt any factory or category of factories from all or any of the provisions of these rules. subject to such conditions as it may specify in such order.

(2) No order under sub-rule (1) shall be issued unless, in the opinion of the State Government, the requirements of these rules having regard to the frequency or the nature of manufacturing process carried out in that factory, which involves use, storage, handling or processing of hazardous chemicals or which involves generation of such substances, are impracticable or otherwise not necessary for the safety, health and protection of workers.

(3) Notwithstanding anything contained in sub-rule (1) and (2), the State Government may, in its discretion, by order, revoke the exemption granted under sub-rule (1), at any time.

### *Schedule I*

(See rule 5)

The applicant, for being recognized as Safety Auditor, shall possess the following qualifications and experience, etc.:—

1. *Academic Qualification and Experience.*— The applicant shall hold,—

(i) degree in branch of Chemical, Mechanical, Electrical or Production Engineering and having five years' experience in manufacturing, maintenance, design, project or safety department in the supervisory or above capacity in factories; or

(ii) diploma in branch of Chemical, Mechanical, Electrical or Production branch Engineering and having seven years' experience in manufacturing, maintenance, design, project or safety department in the supervisory or above capacity in factories; or

(iii) degree of Bachelor of Science with Physics and/or Chemistry and having ten years' experience in, manufacturing or safety Department of any factory in the supervisory or above capacity in factories,

and

one year full time Diploma in Industrial Safety recognized by the Board of Technical Education or All India Council of Technical Education or recognized University; or

(iv) degree or diploma in any branch of Engineering and having five years of experience in Factory Inspectorate or Directorate of Industrial Safety and Health or five years of experience in the Director General Factory Advisory Services and Labour Institute or Regional Labour Institute or National Safety Council in the capacity of Assistant Director or above.

2. The applicant shall not be directly or indirectly interested in the factory or in any process or business carried on therein or in any patent or machine connected therewith, in respect of which the safety audit is to be conducted.

3. If the age of applicant is more than 62 years, he shall submit a certificate of physical fitness for carrying out safety audit of factories issued by civil surgeon or certifying surgeon alongwith the application for recognition or renewal of recognition.

*Schedule II*

(See rule 8 and 9)

Proforma for Safety Audit Report

- (1) Name and address of the factory,
- (2) Name of the Occupier,
- (3) Date of Audit,
- (4) List of raw material with maximum, storage quantity,
- (5) List of finished products with maximum storage quantity.
- (6) Manufacturing process flow chart,
- (7) P I Diagram of all plants (Chemical Factories),
- (8) Name of the Safety Auditor and Certificate No. and name of the person who has carried out safety audit,
- (9) Whether enclosed Safety Audit Report as per IS 14489, or any such standards prevailing at the relevant time, whichever is latest :

Date

Signature of Safety Auditor/  
Person or employee of an Institution  
authorized to carry out safety audit

I (Occupier) undertake to submit the action taken report on recommendations of Safety Audit on or before .....

Date

Signature of the Occupier.

## FORM A

[See rule 6(1)]

**Application Form for recognition or renewal of recognition of Safety Auditor**

(to be filled in by individuals)

(In Duplicate)

Applicant's  
Latest  
Photograph  
signed  
across.

- (1) Name :
- (2) Father/Husband Name :
- (3) Date of Birth and Age :
- (4) Permanent Address :
- (5) Address for :
- Correspondence
- Telephone No. :
- Mobile No. :
- Fax :
- E-mail :
- (6) Educational Qualification : (Attach Certified copies)

Sr. No.	Degree/Diploma	College/Institution/ University	Year of completion
(1)	(2)	(3)	(4)

## (7) Technical Qualification in Safety (Attach certified copies) :

Sr. No.	Degree/Diploma	College/Institution/ University	Year of completion
(1)	(2)	(3)	(4)

## (8) Work Experience (Attach certified copies) :

Sr. No.	Employment Date	Name and address	Designation	Nature of
	From	To	of Employer	work
(1)	(2)	(3)	(4)	(5)

(9) For renewal of recognition.—

Certificate No. and date :

(10) *DECLARATION*

I, hereby declare that,

(a) my recognition as a Safety Auditor was not revoked or cancelled by the State Government in the past ;

(b) my recognition as a Safety Auditor was revoked or cancelled in the past, and its details are as follows :—

Date of revocation or cancellation and its order number, if any (1)	Period	
	From	To
	(2)	

*Note.*—If the recognition was cancelled or revoked twice in the past the Safety Auditor is not eligible for recognition.

(c) I have carried out three or more than three, Safety Audits in the past two years, the list showing the name, address of the factory and date of audits are attached herewith.

(d) I, ----- hereby declare that, the information furnished above are correct to the best of my knowledge. I undertake to :

(i) maintain the facilities in good working order, and

(ii) fulfill and abide by the conditions, if any, stipulated in the certificate of recognition.

Signature of the Applicant .

Full Name :

Date :

Place :

## FORM B

[See rule 6(1)]

**Form of Application for recognition or renewal of recognition to an institution as Safety Auditor**

- (1) Name and full address of the Institution :
- (2) Institution status (specify whether Government, autonomous, co-operative, corporate or private) with registration number :
- (3) (a) Name of head of Institution  
(b) Phone/Mobile No.  
(c) E-Mail address  
(d) Fax
- (4) Whether the Institution has been declared as a Safety Auditor by this State or any other State. If so, give details.
- (5) Attach bio-data of at least three employed persons, in the Annexure attached to this application :
- (6) Any other relevant information
- (7) Certificate No. (in case of renewal)

(8) *DECLARATION*

I, hereby declare that,—

(a) Recognition of the institution as Safety Auditor was not revoked or cancelled by the State Government in the past ;

(b) the recognition of the institution as Safety Auditor was revoked or cancelled in the past, details are as follows :—

Date of revocation or cancellation and its order number, if any (1)	Period	
	From	To
	(2)	

*Note.*—If the recognition was cancelled or revoked twice in the past the institution is not eligible for recognition.

(c) The institution has carried out three or more than three, Safety Audits in the past two years, the list showing the name, address of the factory and date of audits are attached herewith.

(d) I, hereby declare that the persons whose bio-data it attached to the application are employees of the institution whose copies of appointment letters are attached herewith.

(e) I, ..... hereby declare that the information furnished above for ..... (name of the institution) is correct to the best of my knowledge. I undertake to,—



- (i) notify to the Chief Inspector immediately, in case the employed person on the basis of which this recognition was procured leaves the employment ;
- (ii) Maintain the facilities in good working order ;
- (iii) fulfill and abide by all the conditions stipulated in the certificate of recognition.

Signature of the Head of the Institution.

Designation:

Place :

Date

### ANNEXURE TO FORM B

*Personal Information of the persons employed :*

Latest  
Photograph  
signed  
across.

- (1) Name :
- (2) Father/Husband Name :
- (3) Date of Birth and Age :
- (4) Permanent Address :
- (5) Address for  
Correspondence  
Telephone No. :  
Mobile No. :  
Fax :  
E-mail :
- (6) Educational Qualification : (Attach Certified copies)

Sr.No.	Degree/Diploma	College/Institution/ University	Year of completion
(1)	(2)	(3)	(4)

(7) Technical Qualification in Safety (Attach certified copies):

Sr.No.	Degree/Diploma	College/Institution/ University	Year of completion
(1)	(2)	(3)	(4)

## (8) Work Experience (Attach certified copies) :

Sr.No.	Employment Date		Name and address	Designation	Nature of
	From	To	of Employer		work
(1)	(2)	(3)	(4)	(5)	

**DECLARATION**

I, hereby declare that all information provided in this annexure is true and correct to the best of my knowledge. If recognised, I agree to abide by and uphold the high standard of professional ethics in discharge of my duties as a Safety Auditor.

Signature of the Applicant.

Full Name :

Date :

Place :

**FORM C**

[See rule 6(2) (d)]

**Certificate of recognition / renewal of recognition as a Safety Auditor**

Certificate No. : MS/DISH/SA/ ...../20.....

It is to inform that M/s. / Shri / Smt. ...., (address), has been Recognised / Renewed the recognition as a "SAFETY AUDITOR", by the State Government, *vide* letter No. .... dated ..... for the purpose of carrying out Safety Audit under Maharashtra Factories (Safety Audit) Rules, 2013.

The Certificate is valid from ..... to .....

This certificate is issued subject to the conditions stipulated hereunder :—

- (1) Safety audit shall be carried out in accordance with the provisions of Maharashtra Factories (Safety Audit) Rules, 2013.
- (2) Every safety audit shall conform to the IS 14489:1998 or latest relevant standard.
- (3) He or the person authorized, in case of the institution, to carry out safety audit shall be physically present at the time of conducting the Safety Audit and shall maintain the record of the work done in the Log Book, as per Rule 6(2)(d)(i).
- (4) Certificate No. and validity period should invariably recorded on Safety Audit Report.
- (5) No safety audit shall be carried out after expiry of validity period.
- (6) The State Government reserves the right to revoke, annul or amend this Certificate at any time during its validity.

- (7) He or the Person authorised, in case of the institution, to carry out safety audit shall not conduct a Safety Audit of any factory where such auditor is employed, or an occupier, partner, director or manager of that factory, or of any factory owned, operated, managed or conducted by immediate family members, relatives or extended family members or wherein that auditor or such person shall not carry out a safety audit of those factories to which that auditor supplies any plant, machinery, raw material, safety equipments or other materials, equipment.
- (8) He or the person authorised, in case of the institution, to carry out safety audit shall not disclose, even after ceasing to be a recognized Safety Auditor of the employee of the institution, any manufacturing or commercial secrets or working processes or other confidential information which may come to his knowledge in the course of their duties as an auditor. Any failure in this regard may make such auditor or person liable for criminal or civil proceedings, in accordance with the law for the time being in force.
- (9) The application for renewal of the recognition as a Safety Auditor shall be made atleast three months before the expiry of the period of recognition.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLSE,  
Joint Secretary to Government.

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बुधवार, जानेवारी ८, २०१४/पौष १८, शके १९३५

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### उद्योग, ऊर्जा व कामगार विभाग

मादाम कामा रोड, हुतात्मा राजगुरू चौक, मंत्रालय, मुंबई ४०० ०३२,  
दिनांक ८ जानेवारी २०१४.

### अधिसूचना

#### महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८.

क्रमांक एमएसए. ११/२०१३/प्र.क्र. ३८०/कामगार-१०.— महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८ (सन १९४८ चा मुंबई एकोणऐंशी) (यात यापुढे ज्याचा “ उक्त अधिनियम ” असा उल्लेख करण्यात आलेला आहे) याच्या कलम ४च्या परंतुकाद्वारे प्रदान करण्यात आलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे, उक्त अधिनियमाच्या अनुसूची दोन मध्ये खालीलप्रमाणे सुधारणा करीत आहे:—

उक्त अधिनियमाच्या अनुसूची दोन मधील क्रमांक “ ६३६ ” नंतर खालील नोंदीचा समावेश करण्यात येईल :—

- “ ६३७      मे. अमर ज्युस सेंटर, दुकान क्र. २,      उक्त अधिनियमाच्या कलम १९ मधून खालील शर्तीच्या अधीन राहून,—  
आर. एन. कुपर रुग्णालय आवार,  
गुलमोहर रस्ता, विलेपार्ले (प.),      (१) सदर सूट ही **शासन राजपत्रात** अधिसूचना प्रसिद्ध झाल्याच्या दिनांकापासून  
मुंबई ४०० ०५६.      पाच वर्षांच्या कालावधीकरिता लागू राहील.
- (२) आस्थापना कोणत्याही दिवशी पहाटे ०३-०० नंतर उघडी राहणार नाही.
- (३) प्रत्येक कर्मचाऱ्यास त्याच्या वेतनातून कुठल्याही प्रकारची कपात न करता आठवड्यातून एक दिवस भरपगारी सुट्टी देण्यात यावी व सुट्टीसंबंधीचे प्रत्येक महिन्याचे वेळापत्रक सूचना फलकावर आगाऊ लावण्यात यावे.
- (४) प्रत्येक कर्मचाऱ्यास सलग पाच तास काम केल्यावर एक तासाची विश्रांती देण्यात यावी.
- (५) आठवड्याच्या व इतर सुट्टीच्या दिवशी संमतीपत्र दिलेल्या कर्मचाऱ्यांना कामावर ठेवण्यात यावे.
- (६) कर्मचाऱ्यास दररोज ९ तास किंवा आठवड्यामध्ये ४८ तासांपेक्षा जास्त काम करणे आवश्यक असणार नाही व दररोजच्या कामाची व्याप्ती ११ तासांपेक्षा जास्त असणार नाही.

- (७) प्रत्येक कर्मचाऱ्यास आस्थापनेकडून कलम २५ नुसार ओळखपत्र देण्यात यावे.
- (८) महिला कर्मचाऱ्यांसाठी कामाच्या ठिकाणी स्वतंत्र लॉकर, सरक्षा व विश्रंतीगृह यांची व्यवस्था करण्यात यावी.
- (९) आस्थापनेत महिला लैंगिक छळवाद प्रतिबंध करण्यासाठी तक्रार निवारण समिती स्थापन करण्यात यावी.
- (१०) आस्थापना बंद करण्याच्या वेळेतून सूट देण्यात येत असल्याने वाढीव कामासाठी नवीन कर्मचारी नियुक्त केले जावेत.
- (११) कोणत्याही कर्मचाऱ्यास त्याच्या अतिकालिक कामाबद्दल कलम ६३ मध्ये विहित केलेल्या दराने अधिक वेतन देण्यात यावे.
- (१२) कर्मचाऱ्यांना राष्ट्रीय व सणाच्या सुट्ट्या देण्यात याव्यात.
- (१३) सदर सूट ही समंतीपत्र सादर केलेल्या कामगारांपर्यंतच मर्यादित राहिल.
- (१४) सदर सूट ही मुंबई दुकाने व आस्थापना अधिनियम, १९४८ पुरतीच मर्यादित आहे.
- (१५) वरील अटी व शर्तीव्यतिरिक्त अधिनियमातील इतर तरतुदी आस्थापनेस यथास्थिती लागू राहतील.
- (१६) वरीलपैकी कोणत्याही अटीचा व शर्तीचा भंग झाल्यास सूट आपोआप रद्द होईल. ”

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**अ. म. बाविस्कर,**  
कार्यासन अधिकारी.

In pursuance of Clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. MSA-11/2013/CR-380/LAB-10, dated the 8th January 2014 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

BALASAHEB KOLASE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Cama Road, Hutatma Rajguru Chowk, Mantralaya,  
Mumbai 400 032, dated the 8th January 2014.

**NOTIFICATION**

MAHARASHTRA SHOPS AND ESTABLISHMENT ACT, 1948.

No. MSA-11/2013/C.R. 380/Lab-10.— In exercise of the powers conferred by the proviso to Section 4 of the Maharashtra Shops and Establishment Act, 1948 (Bom. LXXIX of 1948) hereinafter referred to as the said Act, the Government of Maharashtra hereby amends Schedule II of the said Act as follows, namely :—

In Schedule II of the said Act, after entry “ 636 ” the following Entry shall be added, namely :—

“ 637      M/s. Amar Juice Centre,  
Shop No. 2, R. N. Cooper  
Hospital Compound,  
Gulmohar Road,  
Vile Parle (W.),  
Mumbai 400 056.

Sections 19 subject to the following conditions:—

- (1) This exemption shall remain in operation for the period of five years from the date of notification published in *Government Gazette*.
- (2) The establishment shall not remain open on any day later than 03-00 a.m.
- (3) Every employee shall be given one day holiday in a week without making any deduction from his/her wages on account thereof and list of the time table of such holidays for a month shall be placed on the notice board in advance.
- (4) Every employee shall be given a rest period of one hour after 5 hours of continuous work.
- (5) The employees, who have given their consent be only placed on the day of weekly holiday or other holiday.
- (6) No employee shall be required to work for more than 9 hours in a day or 48 hours in a week. The spread over of an employee shall not exceed 11 hours in a day.
- (7) Every employee shall be provided Identity Card according to the Section 25.

- (8) Female employees shall be provided separate lockers, security and rest rooms at the work place.
- (9) Complaint Redressal Committee against sexual harassment of women should be established.
- (10) As the exemption is given from closing time of the establishment, new employee shall be appointed for the extended work.
- (11) The employees shall be entitled to overtime wages in accordance with Section 63 of the said Act.
- (12) Employees shall be given national and festival holidays.
- (13) This exemption is limited to the employees who have given their consent.
- (14) This exemption is related only to Bombay Shops and Establishment Act, 1948.
- (15) In spite of these terms and conditions, all the provisions of this Act shall be applicable to the establishment duly.
- (16) In case of violation of any of the above terms and conditions, the exemption shall stand cancelled automatically.”

By order and in the name of the Governor of Maharashtra,

A. M. BAWISKAR,  
Section Officer.